



# 2010 Open Enrollment

Oct. 26 – Nov. 6, 2009

## Don't make the No.1 enrollment mistake

The biggest mistake you can make during enrollment is to do nothing. By taking advantage of all the enrollment communications and tools and completing your online enrollment, you will:

- Determine and elect the benefits options that are best for you.
- Increase your understanding of your benefits so you can get the most value for your money.
- Know how much your benefits will cost and have a record of your benefit elections.

### TIP:

Start doing something now. Review your claim history. It will help you predict future costs, which, in turn, can help you in making your benefit choices for next year.

- Go to [www.bcbst.com](http://www.bcbst.com) for medical, dental and prescription-drug claims
- Go to [www.medcohealth.com](http://www.medcohealth.com) for prescription-drug claims only
- Go to [www.myshps.com](http://www.myshps.com) for spending-account claims.

**Employees can select their 2010 benefits from Oct. 26 – Nov. 6, midnight Eastern time. The selections will be in effect throughout calendar year 2010.**

## The following changes will be effective Jan. 1, 2010:

**The Consumer-Directed Health Plan, or CDHP, will have two changes.**

**1** The CDHP is a qualified high-deductible health plan. The Internal Revenue Service indexes the deductible amounts of an HDHP every year. Annual deductibles will be increased to \$1,200/individual and \$2,400/family from the current \$1,150/individual and \$2,300/family.

**2** The family out-of-pocket maximum will be determined differently. If an individual in a family contract meets the individual out-of-pocket maximum, the CDHP plan will pay 100 percent for covered services for that individual for the remainder of the plan year. Currently, all of the family out-of-pocket maximum must be met before any family member's covered services are paid at 100 percent. The in-network out-of-pocket calendar year maximums are \$4,500/individual and \$9,000/family.

**The Health Savings Account, or HSA, offered in conjunction with the CDHP option, will have three changes.**

**1** TVA's contributions to the HSA will increase to \$600/individual and \$1,200/family from the current \$500/individual and \$1,000/family. You decide whether or not you want to make additional contributions to your HSA, up to the maximum annual limit.

**2** The maximum annual HSA contribution from all sources will increase to \$3,050/individual and \$6,150/family from the current \$3,000/individual and \$5,950/family. The IRS mandates these amounts.

**3** The HSA trustee will change to HSA Bank, a division of Webster Bank, N.A., Member FDIC. The HSA trustee holds account balances, receives and records contributions, and processes distributions. TVA contributions to the HSA will be made to HSA Bank. See "Health savings account" on page 10 for more information.

**There will be a new vision-plan administrator.**

The administrator of the vision-care plan will change to Davis Vision. Davis Vision will administer the vision-plan benefits for employees enrolled in the Copayment or 80% PPO plans. Employees enrolled in the CDHP do not have coverage for vision care, but will continue to be eligible for vision-care discounts through Davis Vision.

You will receive a welcome kit from Davis Vision in late December if enrolled in a TVA medical plan in 2010. Your welcome kit will include your ID cards, benefit-plan information and a personal provider list of network providers near you.

There are no significant changes to the

vision-plan in-network benefits; however, the provider network is changing. For more information, call 1-877-923-2847 or visit [www.davisvision.com](http://www.davisvision.com), select the open enrollment option and enter control code 7396 (for Copayment or 80% PPO medical-plan members) or 7397 (for CDHP medical-plan members).

**There will be a new, simpler way to be reimbursed from a general-purpose healthcare flexible spending account.**

If you have a general-purpose healthcare flexible spending account, you will receive a spending account card in late December. The card, issued by administrator Carewise/SHPS, will give you an alternative to filing claims. You can use the spending-account card to pay for approved healthcare expenses at eligible locations, and the money will be deducted right from your account. Spending-account cards are not available for the dependent-care or limited-purpose healthcare flexible spending accounts. To learn more, go to [www.myshps.com](http://www.myshps.com) or call 1-800-678-6684.

**All medical- and dental-plan members will be sent a new, redesigned BlueCross BlueShield of Tennessee member ID card.**

Watch for your ID card to arrive at your home before January.

**NOTE THESE DATES**

**NOW** – Review your personal situation and benefit needs for 2010. Learn details of your benefit choices on eBenefits on InsideNet under Self Service Solutions by clicking on the applicable plan name.

**WEEK OF OCT. 5** – Try out different scenarios using the Health Plan Comparison Tool available at [www.bcbst.com](http://www.bcbst.com).

**WEEK OF OCT. 13** – Read the Open Enrollment newsletter with information on how to enroll online. It will be mailed to employees' homes.

**WEEK OF OCT. 19** – Review your personalized fact sheet available through eBenefits.

**OCT. 26 - NOV. 6** – Open Enrollment for 2010 – Elect your benefits online by midnight Eastern time.

**DON'T MAKE THE MISTAKE OF DOING NOTHING ...**

- To have a Health Care Spending Account or Dependent Care Spending Account in 2010, you must enroll during open enrollment.
- If you don't elect medical or dental coverage during open enrollment, you will be automatically enrolled in the same medical or dental plan with the same level of coverage — individual or family — you had in 2009.
- You must open an HSA with HSA Bank if you are enrolled in the CDHP medical option for 2010 in order to receive TVA's HSA contribution. See page 10 of this issue to learn how to enroll in the HSA.
- To receive your HealthCheck✓ credit, you must apply it during enrollment if you did not apply it last year or you have earned a HealthCheck✓ credit for the first time. *If you don't, you will not receive it.* If you applied a HealthCheck✓ credit last year, your credit will be automatically applied in the same manner you elected in 2009.

## BENEFITS FOR 2010

### Medical Plan

Your medical-plan choices for 2010 are: Copayment PPO, 80% PPO or CDHP.

Due to favorable claims experience, there will be a decrease in the CDHP premiums. Claims experience resulted in slight to moderate premium increases in the 80% PPO and Copayment PPO options. The biweekly premiums you will pay for your medical plan are shown to the right.

#### TIP:

Use the health-plan comparison tool at [www.bcbst.com](http://www.bcbst.com) to see your estimated medical costs for each of the plans.

- Click Self Service, Members, TVA employees, then Health Plan Comparison
- Enter TVA2010 (all uppercase) for the Group ID and Authentication ID (if part-time enter TVAPT2010)
- Click Go.

### Dental Plan

Your dental-plan choices for 2010 are: Dental2000 w/Ortho, Dental1200 or Dental0750.

Due to favorable claims experience, there will be a decrease in the Dental2000 and Dental0750 premiums. Claims experience resulted in a slight premium increase in the Dental1200 option. The biweekly premiums you will pay for your dental plan are shown to the right.

#### TIP:

Review the benefit comparison charts available in the Open Enrollment newsletter mailed to your home and on eBenefits on InsideNet. Charts also are available at [www.bcbst.com](http://www.bcbst.com). Click on Self Service, Members, TVA employees, then Plan Details. You also can find answers to frequently asked questions by clicking on "How Do I..."

### Life Insurance

TVA provides \$10,000 in core life insurance to each annual employee. You can elect additional life insurance from one to five times your pay. You also can purchase life insurance coverage for your dependents in the amounts of \$5,000 spouse/\$2,500 per child, \$10,000 spouse/\$5,000 per child or \$20,000 spouse/\$10,000 per child. Your cost will be shown on your personalized fact sheet.

### Long-term disability

LTD coverage that ensures 30-percent income replacement is provided by TVA at no cost to annual employees. You can elect optional LTD coverage for yourself that will provide an additional 35-percent income replacement of your high three-year average annual pay. Your cost will be shown on your personalized fact sheet.

#### 2010 MEDICAL PLAN PREMIUMS

Medical Plan Options	2010 Total Biweekly Premium*	2010 Full-time Employee Biweekly Premium	2010 Part-time Employee Biweekly Premium
<b>Copayment PPO</b>			
Individual	\$384	\$177	\$280
Family	\$730	\$351	\$540
<b>80% PPO</b>			
Individual	\$259	\$52	\$155
Family	\$474	\$95	\$284
<b>CDHP</b>			
Individual	\$127	\$13	\$70
Family	\$243	\$24	\$133

\* This is TVA's contribution plus employees' premium

#### 2010 DENTAL PLAN PREMIUMS

Dental Plan Options	2010 Total Biweekly Premium*	2010 Full-time Employee Biweekly Premium	2010 Part-time Employee Biweekly Premium
<b>DENTAL2000 w/Ortho</b>			
Individual	\$16.54	\$6.84	\$11.69
Family	\$54.68	\$28.99	\$41.83
<b>DENTAL1200</b>			
Individual	\$12.12	\$2.42	\$7.27
Family	\$32.11	\$6.42	\$19.26
<b>DENTAL0750</b>			
Individual	\$7.90	\$0.79	\$4.34
Family	\$20.99	\$2.10	\$11.54

\* This is TVA's contribution plus employees' premium

#### TIP:

Use an online calculator to help you decide the amount of life insurance and disability coverage you need.

- Go to eBenefits on InsideNet
- Click Benefit Information
- Click Informed Consumer under either Life Insurance or Disability Insurance.

If you do not have optional life insurance coverage or LTD coverage now and want to enroll, or if you want to increase the amount of your current optional life insurance coverage, you will have to provide Evidence of Insurability. Make your election during open enrollment and print an EOI form by clicking on Evidence of Insurability while you are enrolling online. Return your completed form to the TVA Service Center, WT CP-K, by Dec. 31, 2009.

### Accidental death and dismemberment insurance

You can choose AD&D coverage for yourself from one to five times your pay. You may also elect coverage for your spouse equal to one-half of your coverage amount. If you are enrolled in AD&D coverage, you also may choose coverage of \$5,000 or \$10,000 per eligible child. Your cost will be shown on your personalized fact sheet.

## Flexible Spending Accounts

With a flexible spending account, you can set aside from \$130 to \$5,000 for eligible expenses before taxes are deducted from your paycheck. This means the amount of income your taxes are based on will be lower, resulting in a tax savings for you. Both healthcare and dependent care flexible spending accounts are available.

**General purpose healthcare spending account** *(You cannot elect this account if you will be enrolled in the CDHP in 2010.)*

If you or a dependent will have healthcare expenses in 2010 that will not be covered by your medical or dental plan, such as your deductible or co-insurance, LASIK or over-the-counter drugs, you can save money by contributing to this account.

You have until March 15, 2011, to use the money you put into your 2010 General Purpose Health Care Spending Account. Otherwise you will lose it.

**Limited purpose healthcare spending account** *(Only employees enrolled in the CDHP in 2010 can elect this account.)*

This spending account is for preventive care,

dental and vision expenses only. All other expenses normally eligible under a general-purpose healthcare spending account are NOT eligible for reimbursement.

You have until Dec. 31, 2010, to use the money you put into your 2010 Limited Purpose Health Care Spending Account. Otherwise you will lose it.

### TIP:

**The limited purpose healthcare spending account is NOT the health savings account. You may be interested in a limited purpose account to save money on taxes by using your spending account money for the specific expenses shown above while saving your HSA funds for other purposes, including saving for the future. TVA makes contributions to an HSA, but not to the limited purpose spending account.**

## Dependent care flexible spending account

This account is to help pay for dependent day care costs so you and your spouse (if married) can work or attend school. Eligible expenses include care provided inside your

home (not provided by a dependent) and care provided outside your home (such as day care, pre-school and after-school care.)

You have until Dec 31, 2010, to use the money you put in your 2010 Dependent Care Spending Account. Otherwise you will lose it.

### TIP:

**Know the type of expenses that are reimbursable from a flexible spending account.**

- Go to [www.myshps.com](http://www.myshps.com)
- Click the Eligible Expenses sections under Flexible Spending Accounts or review IRS Publications 502 (Health Care) and 503 (Dependent Care) available from the IRS Web site at <http://www.irs.gov>.

### TIP:

**Find out how much you can save with a flexible spending account.**

- Go to [www.myshps.com](http://www.myshps.com)
- Click Flexible Spending Accounts
- Click Calculator
- Enter estimates of the information requested
- Click Check Potential Tax Savings.

## Short Term Disability and Critical Illness

You can choose short-term disability coverage up to 50 percent of your gross monthly salary, up to \$3,000 a month. You can choose critical-illness insurance in benefit amounts from \$5,000 to \$50,000 in \$1,000 increments.

These plans are available directly from UNUM Provident and are not part of TVA's online enrollment. To enroll or for more information, call UNUM's Enrollment Center at 1-866-792-3526 Monday-Friday from 9 a.m. to 6 p.m., Eastern time.

Your premium payments can be deducted from your paycheck, and you can enroll in these benefits any time throughout the year.



**ENROLL ONLINE OCT. 26 - NOV. 6. IT'S QUICK AND EASY.**

The Open Enrollment site will be available through eBenefits on InsideNet. Under Self Service Solutions, click Benefits, then eBenefits, then Open Enrollment. You cannot change your benefit elections after Jan. 1, 2010, unless you experience specific life events as determined by the IRS.

### TIP:

**Review and print (or e-mail it so you can file it electronically) your Confirmation of Elections after completing your online enrollment.**

### TIP:

**Review your personal fact sheet**

Your fact sheet will show the cost of each of your 2010 benefit options and will be available on eBenefits before enrollment begins. You will be notified through *TVA Today* when it becomes available.